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NOV 25 1987

WISCONSIN EMPLOYMENT
RELATIONS COMMISSION

Arbitration *
of *
MINOCQUA SCHOOL DISTRICT *
and *
UNITED LAKELAND EDUCATORS *
re *
WERC Case 37, No. 38666 *
ARB-4392 ('87-'88 & '88-'89 *
Agreement) *
* * * * *

ARBITRATION AWARD

Decision No. 24558-A

INTRODUCTION

The Minoqua School District, hereinafter referred to as the District, and the United Lakeland Educators, hereinafter referred to as the Association, were unable to reach an accord on a new collective bargaining agreement and the District filed a petition for arbitration on April 8, 1987. On May 21, 1987, a WERC staff member conducted an investigation which reflected that the parties were deadlocked. On June 10, 1987, the Commission ordered arbitration and furnished the parties a list of arbitrators. After the parties designated their choice, the WERC appointed the undersigned as arbitrator in an order dated June 29, 1987.

The arbitration hearing was held on August 19, 1987. Appearing for the District was Ronald J. Rutlin, Attorney of Mulcahy & Wherry; appearing for the Association was Gene Degner, Director, WEAC UniServ Council No. 18. Testimony was given and exhibits were introduced and explained. Rebuttal Exhibits, post-hearing briefs and rebuttal briefs were filed with the arbitrator during the period ending October 23, 1987. On November 12, 1987, the arbitrator made a

conference call requesting additional data from the parties. The data were supplied on November 21, 1987.

FINAL OFFERS

The final offers of the District and the Association are attached as Appendices A and B. The issues in dispute were (1) the wage increase and the wage schedule; (2) extracurricular pay; (3) health and dental insurance; (4) pay dates; (5) school calendar; and (6) remuneration and training expenses.

POSITIONS OF THE PARTIES

On wages, the Association proposed that cells be increased by 5 percent in 1987 and 5 percent in 1988 and that teachers advance a step in each year of the contract. According to the Association, the average salary cost for returning teachers was \$1824 in '87-'88 and \$1917 in '88-'89. According to the Association, the cost of the District offer, costed in the same fashion as the Association costed its own was \$1274 for '87-'88 and \$1264 for '88-'89.

The District proposed that cells be increased by 4.75 percent in 1987 and by 4.50 percent in 1988 but that teachers maintain their 1986 placement on the schedule without a step increase in 1987 and 1988. According to the District, its offer would generate a wage cost of \$1361 per teacher in 1987 and \$1313 per teacher in 1988 while the Association offer would generate a wage cost of \$1932 in 1987 and \$1991 in 1988.

Each party would increase the extra curricular pay by the same percent as it applied to the cells, that is, 5 percent annually according to the Association and 4.75 percent in the first year and 4.5 percent in the second year according to the District. There were also several proposed additions to the extracurricular pay schedule.

On hospital and medical insurance the District proposed payment of \$190.67 for the family premium and \$75.86 for the single premium in '87-'88, and up to \$209.74 for the family premium and up to \$81.37 for the single premium in '88-'89 as opposed to the Association proposal that the District pay up to \$209.73 for the family premium and up to \$83.45 for the single premium in '87-'88 and up to \$230.70 for the family premium and up to \$91.79 for the single premium in '88-'89.

On dental insurance, the District proposed to pay up to \$41.88 for the family premium and \$13.57 for the single premium in '87-'88 and up to \$46.07 for the family premium and \$14.93 for the single premium in '88-'89 as opposed to the Association proposal that the District pay \$43.85 for the family premium and \$14.20 for the single premium in '87-'88 and up to \$48.32 for the family premium and \$15.62 for the single premium in '88-'89.

In addition, the Association proposed that the carriers of the hospital and medical insurance and the dental insurance be changed only by mutual agreement during the life of the contract. The District proposed that it could change the carriers with 30 days notice to the Association but that the benefit level under the new carrier must be equivalent to the protection that was provided as of June 30, 1985.

The District proposes to maintain the status quo of paying teachers once a month with the last three checks being paid on the last day of work. The Association proposes that the teachers be paid in 24 equal installments on the first and fifteenth of the month.

The Association proposed a specific calendar for the '88-'89 school year while the District proposes that the status quo of negotiating the school

calendar annually be maintained and did not submit a calendar for '88-'89 as part of its final offer.

The Association proposed an increase in reimbursement for expenses incurred in connection with training from \$300 to \$400 per year while the District proposed that the current \$300 be maintained.

DISCUSSION

At the hearing and in their briefs, the parties made clear to the arbitrator that the major issue was wages. The Association points out in its brief (p.4) that the amount separating the parties was approximately "\$550 and \$653 per teacher per year, respectively for the two years of the agreement." The arbitrator concurs with the parties in their assessment of what is the principal issue causing the dispute and therefore will limit his analysis to that principal issue. In reaching the conclusion that it was proper to limit his analysis to the wage question, the arbitrator reviewed the exhibits and arguments of the parties about the other issues and concluded that differences on these other points were not important enough to alter any conclusion that he would reach based on the wage issue.

It should be noted also that the parties agreed that the primary group of comparable schools were the three other grade schools that fed students into the Lakeland Union High School and the high school itself. The Association cited the Lumberjack athletic conference as a secondary comparable that should be given weight by the arbitrator along with the increase granted by the District to the non-teaching employees. The District cited as secondary comparables the wages paid in the private sector. Both parties also introduced material bearing on the supply and demand for teachers and proper salary levels for teachers compared to other employees. In addition, the District and

the Association raised the history of salary increases among the primary comparables including references to a structural revision of the Lakeland High School salary schedule and freezes on steps, split schedules and deferred implementation of increases.

In terms of the actual proposed wage schedules for '87-'88 and '88-'89, the arbitrator found the difference between them to be so small that each was equally acceptable. One can't say that a schedule with an \$18,000 base and four percent lane and step intervals is correct and that one with an \$18,042 base and the same lane and step intervals is incorrect. The schedules are so close to each other that the analysis of ranking of each offer at the conventional points on the salary scale is not helpful.

The big difference between the offers, however, is in the amounts offered to the average returning teacher. As has been stated already, the Association states that the difference is approximately \$550 per teacher in the first year and \$653 in the second, while District Exhibits 9, 11, 13 and 15 show a difference of \$571 in the first year (\$1932 per returning teacher versus \$1361) and \$678 in the second year (\$1991 per returning teacher versus \$1313). Only a small part of this substantial difference is attributable to the difference in salary schedules. Most of the difference arises from the fact that the District proposal freezes teachers in their '86-'87 steps for the next two years.

Although the Association views the freezing of steps as a heinous strategy denying teachers their customary increases, the District regards it as a sensible way to limit increases to what it regards as a proper amount while at the same time retaining a sensible schedule. The freezing of steps may have been regarded as a reprehensible tactic some years ago but it is so common in recent years that it no longer bears the stigma it once did. Boards of Education and WEAC UniServe Directors have found it necessary to revise salary

structures, delay increases, split increases, eliminate steps at the bottom or top and add lanes and change lane intervals. These innovative and resourceful steps taken by negotiators in various districts have enabled them to secure settlements and for this they should be applauded. Unfortunately, however, their efforts have made the analysis of comparability much more complex and have led to the use of the average dollar increase for the returning teacher as a useful measure of the size of the wage increase.

The arbitrator therefore turned to this statistic as a benchmark for determining which of the offers is preferable. Using District figures, the question then becomes whether the \$1361 per returning teacher for '87-'88 under the District proposal is preferable to the \$1932 per returning teacher under the Association proposal. Similarly, turning to '88-'89, whether the District's \$1313 is preferable to the Association's \$1991. Using Association costing, the question is whether in '87-'88 the \$1274 per returning teacher under the District proposal is preferable to the \$1824 per returning teacher under the Association proposal. and whether in '88-'89 the \$1264 per returning teacher under the District proposal is preferable to the \$1917 per returning teacher under the Association proposal.

Unfortunately for the arbitrator, only scanty evidence on this point was presented in the briefs and reply briefs. Therefore the arbitrator made a conference call to the offices of the Association and District representatives and requested that each of them furnish him with the average percent increase and average dollar increase (salary only) for '87-'88 and '88-'89 for the primary and secondary comparable schools (the parties were not in disagreement about the identity of the comparables) that had settled and the same figures for the Woodruff Board and Association final offers.

In its brief (p.23), the District states that it is maintaining the staff placement for two years "In order to keep the cost consistent with other public and private sector settlements and provide the Minocqua District with a competitive salary schedule." It is clear to the arbitrator that under either the District or Association offer, the salary schedule will be competitive. The question then becomes which offer is more "cost consistent with other public and private settlements." In so far as private sector settlements are concerned, it appears that the District offer is closer to the mark than the Association offer. However, since both parties have agreed that the four feeder schools to the Lakeland Union High School and the High School itself are the primary comparables and that the Lumberjack athletic conference contains the secondary comparables on which the parties have relied, the arbitrator believes that the proper measures of cost consistency in this instance are the average percent and dollar increases of these school districts.

The average percent and dollar increases for the primary comparables are listed below along with the same figures for Minocqua. The figures shown below are those supplied by the Association. These were more complete than those supplied by the District but the arbitrator also made the same comparisons using the District data and found that the results were similar. The primary districts which had settled were North Lakeland (identified by the District as Boulder Junction) and Lac du Flambeau. Final offers were known for Woodruff, the remaining elementary school which, along with Minocqua, feeds students into the Lakeland Union High School. (The high school had not settled.)

DISTRICT	'87-'88 SALARY INCREASE		'88-'89 SALARY INCREASE	
	Amount	Percent	Amount	Percent
Lac Du Flambeau	\$2005	8.1	\$1921	7.24
North Lakeland	2175	8.77	1802	6.68
AVW(Woodruff) Board	1253	4.75	1242	4.5
AVW(Woodruff) Assoc.	1955	7.40	2026	7.15
Minocqua - District	1274	4.75	1264	4.5
Minocqua - Assoc.	1824	6.8	1917	6.7

It can be seen by inspection that the Association offer will result in an average increase which is much more in line with the increase granted in the two districts which have settled than would be the case if the District offer were to prevail. The arbitrator recognizes that if he were to select the District offer and the arbitrator in the Woodruff dispute were to do the same, the result would be to give increases in salary by arbitration that will be substantially below those given teachers in the two districts which have already settled.

The arbitrator also notes that the average increase of \$1626 in the five districts traditionally considered secondary comparables which have settled for '87-'88 (Tomahawk, Phillips, Park Falls, Rib Lake, and Mercer) is closer to the Association offer in this dispute than to the Board offer. The same holds true for '88-'89 in the three of those five districts which have settled for '88-'89 (Tomahawk, Phillips and Mercer). Furthermore, the average dollar increase per returning teacher for '87-'88 shown in Association Exhibit 21, reflecting settlements throughout Wisconsin also is closer to the Association proposal in this dispute than is the District proposal.

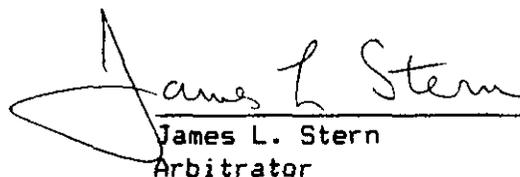
From this analysis, the arbitrator concluded that the Association offer should be selected. In selecting the Association offer, the arbitrator wishes to make clear, however, that the actual increase is larger than he believes

proper even though it is closer to what appears to be the pattern in the primary comparable and secondary comparable school districts and throughout the State. The arbitrator would have preferred the schedule proposed by the District if teachers had not been frozen in their '86-'87 positions. The effect of freezing the step increases for two years, however, is to offer teachers salary increases that are substantially below those granted to comparable teachers.

AWARD

With full consideration of the criteria in the statute the arbitrator hereby selects the final offer of the Association for the reasons explained above and orders that it be placed into effect.

11/27/87
November 24, 1987


James L. Stern
Arbitrator

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DISTRICT

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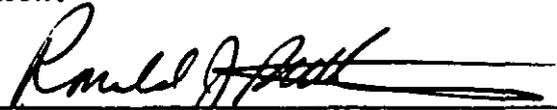
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WISCONSIN EMPLOYMENT
RELATIONS COMMISSION

Name of Case: MINOCQUA SCHOOL DISTRICT
CASE 37 NO. 3866 ARB-4392

The following, or the attachment hereto, constitutes our final offer for the purposes of arbitration pursuant to Section 111.70(4)(cm)6. of the Municipal Employment Relations Act. A copy of such final offer has been submitted to the other party involved in this proceeding, and the undersigned has received a copy of the final offer of the other party. Each page of the attachment hereto has been initialed by me. Further, we ~~do~~ (do not) authorize inclusion of nonresidents of Wisconsin on the arbitration panel to be submitted to the Commission.

5/21/87
(Date)


(Representative)

On Behalf of: JOINT SCHOOL DISTRICT NO. 1, TOWNS OF MINOCQUA,
HAZELHURST AND LAKE TOMAHAWK

FINAL OFFER OF JOINT SCHOOL DISTRICT NO. 1, TOWNS OF MINOCQUA,
HAZELHURST AND LAKE TOMAHAWK TO THE UNITED LAKELAND EDUCATORS.
5/21/87.

1. Except as modified by this offer and Tentative Agreements, no changes in previous contract.

2. ARTICLE 18 - INSURANCE PROTECTION, revise Subsection "B" to read as follows:

"During the 1987-88 School Year, the District shall pay up to One Hundred and Ninety Dollars and Sixty-Seven Cents (\$190.67) for the family premium and up to Seventy-Five Dollars and Eighty-Six Cents (\$75.86) for the single premium for the hospitalization and medical insurance. During the 1988-89 School Year, the District shall pay up to Two Hundred and Nine Dollars and Seventy-Four Cents (\$209.74) for the family premium and up to Eighty-One Dollars and Thirty-Seven Cents (\$81.37) for the single premium for the hospitalization and medical insurance. The carrier may be changed by the Board, with thirty (30) days notice to ULE; however, the benefit level for any carrier shall be equivalent to that which was in effect as of June 30, 1985."

3. ARTICLE 18 - INSURANCE PROTECTION, revise Subsection "D" Dental Insurance, to read as follows:

"During the 1987-88 School Year, the District shall pay up to Forty-One Dollars and Eighty-Eight Cents (\$41.88) for the family premium and Thirteen Dollars and Fifty-Seven Cents (\$13.57) for the single premium for dental insurance. During the 1988-89 School Year, the District shall pay up to Forty-Six Dollars and Seven Cents (\$46.07) for the family premium and up to Fourteen Dollars and Ninety-Three Cents (\$14.93) for the single premium for Dental Insurance. The carrier may be changed by the Board, with a thirty (30) day notice to ULE; however, the benefit level for any new carrier shall be equivalent to that which was in effect as of June 30, 1985."

4. ARTICLE 19 - EXTRACURRICULAR, revise to read as follows:

"Pay for extracurricular duties outside the normal school day shall be as follows:

A. Basketball Coach	\$721	\$753
B. Asst Basketball Coach	\$721	\$753
C. Track Coach	\$505	\$528
D. Asst. Track Coach	\$505	\$528

E. Volleyball Coach	\$324	\$339
F. Asst. Volleyball Coach	\$324	\$339
G. Gymnastics Coach	\$361	\$377
H. Asst. Gymnastics Coach	\$361	\$377
I. Cheerleaders	\$324	\$339
J. Forensics Coach	\$288	\$301
K. Annual Advisor	\$145	\$152
L. Wrestling Coach	\$505	\$528
M. Summer School/Summer Curriculum	BA Base + 189 + 7.5 = hourly rate.	Same as 1987-88.

All extracurricular duties approved by the Administration and not listed above shall be reimbursed quarterly at the rate of \$5.10 per hour in 1987-88 and \$5.34 per hour in 1988-89.

Where a separate "boys" or "girls" coach is required, it is understood that each position will be compensated separately according to the above schedule."

5. ARTICLE 20 - COMPENSATION, revise Subsection "B.4." to read as follows:

 "Teachers who are off the salary schedule shall receive a 4.75% add on salary adjustment of their 1986-87 salary for the 1987-88 school year and a 4.5% add on salary adjustment over their 1987-88 salary for the 1988-89 school year. Teachers who are on the salary schedule shall remain on the same step of the salary schedule for the 1987-88 and 1988-89 school years as they had during the 1986-87 school year."
6. Change all dates to reflect a two-year contract effective July 1, 1987 through June 30, 1989.
7. APPENDIX "A" and APPENDIX "A-1", see attached.

Appendix "A" ULE/MT
1987-88 Salary Schedule

	Lane:	BA	BA+6	BA+12	BA+18	BA+24	BA+30	MA	MA+6	MA+12	MA+18	MA+24	MA+30
Step:	1.	\$18,000	18,720	19,440	20,160	20,880	21,600	22,320	23,040	23,760	24,480	25,200	25,920
	2.	18,720	19,400	20,160	20,880	21,600	22,320	23,040	23,760	24,480	25,200	25,920	26,640
	3.	19,440	20,160	20,880	21,600	22,320	23,040	23,760	24,480	25,200	25,920	26,640	27,360
	4.	20,160	20,880	21,600	22,320	23,040	23,760	24,480	25,200	25,920	26,640	27,360	28,080
	5.	20,880	21,600	22,320	23,040	23,760	24,480	25,200	25,920	26,640	27,360	28,080	28,800
	6.	21,600	22,320	23,040	23,760	24,480	25,200	25,920	26,640	27,360	28,080	28,800	29,520
	7.	22,320	23,040	23,760	24,480	25,200	25,920	26,640	27,360	28,080	28,800	29,520	30,240
	8.	23,040	23,760	24,480	25,200	25,920	26,640	27,360	28,080	28,800	29,520	30,240	30,960
	9.	23,760	24,480	25,200	25,920	26,640	27,360	28,080	28,800	29,520	30,240	30,960	31,680
	10.	24,480	25,200	25,920	26,640	27,360	28,080	28,800	29,520	30,240	30,960	31,680	32,400
	11.	25,200	25,920	26,640	27,360	28,080	28,800	29,520	30,240	30,960	31,680	32,400	33,120
	12.	25,920	26,640	27,360	28,080	28,800	29,520	30,240	30,960	31,680	32,400	33,120	33,840
	13.	26,640	27,360	28,080	28,800	29,520	30,240	30,960	31,680	32,400	33,120	33,840	34,560
	14.	27,360	28,080	28,800	29,520	30,240	30,960	31,680	32,400	33,120	33,840	34,560	35,280
	15.			29,520	30,240	30,960	31,680	32,400	33,120	33,840	34,560	35,280	36,000
	16.			30,240	30,960	31,680	32,400	33,120	33,840	34,560	35,280	36,000	36,720
	17.			30,960	31,680	32,400	33,120	33,840	34,560	35,280	36,000	36,720	37,440

Appendix "A-1" ULE/MLT
1988-89 Salary Schedule

Lane:	BA	BA+6	BA+12	BA+18	BA+24	BA+30	MA	MA+6	MA+12	MA+18	MA+24	MA+30
Step: 1.	\$18,810	19,562	20,315	21,067	21,820	22,572	23,324	24,077	24,829	25,582	26,344	27,086
2.	19,562	20,315	21,067	21,820	22,572	23,324	24,077	24,829	25,582	26,344	27,086	27,839
3.	20,315	21,067	21,820	22,572	23,324	24,077	24,829	25,582	26,344	27,086	27,839	28,591
4.	21,067	21,820	22,572	23,324	24,077	24,829	25,582	26,344	27,086	27,839	28,591	29,344
5.	21,820	22,572	23,324	24,077	24,829	25,582	26,344	27,086	27,839	28,591	29,344	30,096
6.	22,572	23,324	24,077	24,829	25,582	26,344	27,086	27,839	28,591	29,344	30,096	30,848
7.	23,324	24,077	24,829	25,582	26,344	27,086	27,839	28,591	29,344	30,096	30,848	31,601
8.	24,077	24,829	25,582	26,344	27,086	27,839	28,591	29,344	30,096	30,848	31,601	32,353
9.	24,829	25,582	26,344	27,086	27,839	28,591	29,344	30,096	30,848	31,601	32,353	33,106
10.	25,582	26,344	27,086	27,839	28,591	29,344	30,096	30,848	31,601	32,353	33,106	33,858
11.	26,344	27,086	27,839	28,591	29,344	30,096	30,848	31,601	32,353	33,106	33,858	34,610
12.	27,086	27,839	28,591	29,344	30,096	30,848	31,601	32,353	33,106	33,858	34,610	35,363
13.	27,839	28,591	29,344	30,096	30,848	31,601	32,353	33,106	33,858	34,610	35,363	36,115
14.	28,591	29,344	30,096	30,848	31,601	32,353	33,106	33,858	34,610	35,363	36,115	36,868
15.			30,848	31,601	32,353	33,106	33,858	34,610	35,363	36,115	36,868	37,620
16.			31,601	32,353	33,106	33,858	34,610	35,363	36,115	36,868	37,620	38,372
17.			32,353	33,106	33,858	34,610	35,363	36,115	36,868	37,620	38,372	39,125

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WISCONSIN EMPLOYMENT
RELATIONS COMMISSION

Name of Case: Minocqua School District Case 37 No. 3866 ARB-4392

The following, or the attachment hereto, constitutes our final offer for the purposes of arbitration pursuant to Section 111.70(4)(cm)6. of the Municipal Employment Relations Act. A copy of such final offer has been submitted to the other party involved in this proceeding, and the undersigned has received a copy of the final offer of the other party. Each page of the attachment hereto has been initialed by me. Further, we ~~(do)~~ (do not) authorize inclusion of nonresidents of Wisconsin on the arbitration panel to be submitted to the Commission.

May 27, 1987
(Date)

Gene Degner, Director
(Representative)
WEAC UniServ Council No. 18

On Behalf of: United Lakeland Educators/MHLT

Gene Degner

UNITED LAKE LAND EDUCATORS FINAL OFFER TO THE MHLT BOARD FOR A
1987-88 AND 1988-89 CONTRACT (from the handwritten copy of
5/20/87)

1. All tentative agreements.
2. Retroactive to July 1, 1987.
3. Two-year agreement covering 1987-88 and 1988-89.
4. Change all dates to reflect a new two-year agreement.
5. All language as in previous agreement, except as modified by this proposal.
6. Article 20 - Compensation

Paragraph B change dates to 1987-88 and 1988-89.

Paragraph B4. change dates to 1987-88 and 1988-89 with rates of 5 percent and 5 percent, respectively.

7. Add the following paragraph to Article 20 - Compensation:

"Teachers shall be paid twenty-four (24) equal installments. Paydays shall be on the first (1) and fifteenth (15) day of the month. If the pay date falls on a Saturday, Sunday, Holiday, or scheduled vacation, teachers shall receive their paycheck on the last previous working day."

8. Article 18 - Insurance Protection

B. Hospital and Medical Insurance: During the 1987-88 school year, the district shall pay \$209.73 for the family premium and \$83.45 for the single premium for the hospitalization and medical insurance. The carrier may only be changed by mutual agreement during the term of this agreement.

During the 1988-89 school year, the district shall pay up to \$230.70 for the family premium and up to \$91.79 for the single premium for hospitalization and medical insurance.

D. Dental Insurance: During the 1987-88 school, the district shall pay \$43.85 for the family premium and \$14.20 for the single premium for dental insurance. The carrier may only be changed by mutual agreement during the term of this agreement.

During the 1988-89 school year, the district shall pay up to \$48.23 for the family premium and up to \$15.62 for the single premium for dental insurance.

9. Article 19 - Extra Curricular - Increase the 1986-87 rates by 5 percent for 1987-88 and the 1987-88 rates by 5 percent for 1988-89.

Increase the hourly rate to \$5.11 per hour for 1987-88 and \$5.37 per hour for 1988-89.

Add: Summer School Teacher and Summer Curriculum Work at pro rata pay on the BA Base: 1987-88 - \$18,042 divided by $(185 \times 7.5) = \$13.00$ per hour; 1988-89 - \$18,944 divided by $(185 \times 7.5) = \$13.65$ per hour.

Add: Assistant Volleyball and Assistant Basketball at same rate as Volleyball and Basketball.

10. Article 16 - Remuneration and Training Expenses - paragraph B. increase the "\$300" to "\$400".

11. Calendar

1987-88 calendar as agreed to; 1988-89 calendar as attached.

12. Salary Schedule

Base for 1987-88 - \$18,042; Base for 1988-89 - \$18,944.
No structural change.

ULE/MHLT FINAL OFFER 1987-88 SALARY SCHEDULE

STEP	BA	BA+6	BA+12	BA+18	BA+24	BA+30	MA	MA+6	MA+12	MA+18	MA+24	MA+30
1.0	18042	18764	19485	20207	20929	21650	22372	23094	23815	24537	25259	25980
2.0	18764	19485	20207	20929	21650	22372	23094	23815	24537	25259	25980	26702
3.0	19485	20207	20929	21650	22372	23094	23815	24537	25259	25980	26702	27424
4.0	20207	20929	21650	22372	23094	23815	24537	25259	25980	26702	27424	28146
5.0	20929	21650	22372	23094	23815	24537	25259	25980	26702	27424	28146	28867
6.0	21650	22372	23094	23815	24537	25259	25980	26702	27424	28146	28867	29589
7.0	22372	23094	23815	24537	25259	25980	26702	27424	28146	28867	29589	30311
8.0	23094	23815	24537	25259	25980	26702	27424	28146	28867	29589	30311	31032
9.0	23815	24537	25259	25980	26702	27424	28146	28867	29589	30311	31032	31754
10.0	24537	25259	25980	26702	27424	28146	28867	29589	30311	31032	31754	32476
11.0	25259	25980	26702	27424	28146	28867	29589	30311	31032	31754	32476	33197
12.0	25980	26702	27424	28146	28867	29589	30311	31032	31754	32476	33197	33919
13.0	26702	27424	28146	28867	29589	30311	31032	31754	32476	33197	33919	34641
14.0	27424	28146	28867	29589	30311	31032	31754	32476	33197	33919	34641	35362
15.0	---	---	29589	30311	31032	31754	32476	33197	33919	34641	35362	36084
16.0	---	---	30311	31032	31754	32476	33197	33919	34641	35362	36084	36806
17.0	---	---	31032	31754	32476	33197	33919	34641	35362	36084	36806	37527

ULE/MHLT FINAL OFFER 1988-89 SALARY SCHEDULE

STEP	BA	BA+6	BA+12	BA+18	BA+24	BA+30	MA	MA+6	MA+12	MA+18	MA+24	MA+30
1.0	18944	19702	20460	21217	21975	22733	23491	24248	25006	25764	26522	27279
2.0	19702	20460	21217	21975	22733	23491	24248	25006	25764	26522	27279	28037
3.0	20460	21217	21975	22733	23491	24248	25006	25764	26522	27279	28037	28795
4.0	21217	21975	22733	23491	24248	25006	25764	26522	27279	28037	28795	29553
5.0	21975	22733	23491	24248	25006	25764	26522	27279	28037	28795	29553	30310
6.0	22733	23491	24248	25006	25764	26522	27279	28037	28795	29553	30310	31068
7.0	23491	24248	25006	25764	26522	27279	28037	28795	29553	30310	31068	31826
8.0	24248	25006	25764	26522	27279	28037	28795	29553	30310	31068	31826	32584
9.0	25006	25764	26522	27279	28037	28795	29553	30310	31068	31826	32584	33341
10.0	25764	26522	27279	28037	28795	29553	30310	31068	31826	32584	33341	34099
11.0	26522	27279	28037	28795	29553	30310	31068	31826	32584	33341	34099	34857
12.0	27279	28037	28795	29553	30310	31068	31826	32584	33341	34099	34857	35615
13.0	28037	28795	29553	30310	31068	31826	32584	33341	34099	34857	35615	36372
14.0	28795	29553	30310	31068	31826	32584	33341	34099	34857	35615	36372	37130
15.0	---	---	31068	31826	32584	33341	34099	34857	35615	36372	37130	37888
16.0	---	---	31826	32584	33341	34099	34857	35615	36372	37130	37888	38646
17.0	---	---	32584	33341	34099	34857	35615	36372	37130	37888	38646	39404

